

KTUU-TV

Translators: K10NC-D, Channel 10, Kenai-Soldotna, Alaska, - K04Ds-D, Channel 4, Cooper Landing, Alaska - K12MM-D, Channel 12, Girdwood, Alaska - K44LE-D, Channel 44, Kasilof, Alaska - K27A1-D, Channel 27, Ninilchik, Alaska - K08PN-D, Channel 8, Homer-Seldovia, Alaska

Annual EEO Public File Report

October 1, 2015 – September 30, 2016

The purpose of this Annual EEO Public File Report for Broadcast Stations (this “Report”) is to comply with section 73.2080(c) (6) of the Commission’s EEO Rules.

This report has been prepared on behalf of the station employment unit which is comprised of the following broadcast stations: KTUU-TV in Anchorage, AK. This report is intended to be placed in the public inspection files and on the website of any of the reporting stations by the applicable commission deadline.

The information in this report covers the time period October 1, 2015 through September 30, 2016 (“reporting period”).

The commission’s EEO rules require that this report contain the following additional information:

1. A list of all full-time (permanent employee whose regular work schedule is 30 hours or more) vacancies filled by the reporting stations during the reporting period.
Note: Section 73.2080(c)(1) “a job filled by an internal promotion is not considered a vacancy for which recruitment is necessary”
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the commission’s EEO rules, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the candidate for each full-time vacancy during the reporting period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the review period and data reflecting the total number of persons interviewed for full-time vacancies during the reporting period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the commission’s EEO rules during the reporting period.

Since some of the information required for this report is duplicative, the station employment unit has developed the attached spreadsheets which, in aggregate, contain all of the information believed to be required under the commission’s EEO rules.

For the purpose of this report, a vacancy was deemed “filled” not simply when the offer was extended, but when the candidate started. A person was deemed “interviewed” whether he or she was interviewed in person or over the telephone.

Career Fairs

Attendance is designed to inform the public of employment and internship opportunities.

November 2015: Alaska Veterans Job Fair: Csilla Polgardi-Thomas

December 2015: Hiring Our Heroes: Veterans & Military Spouses Job Fair – Csilla Polgardi-Thomas

Station Tours/Station Visits

As a service to our community, KTUU offers free station tours to schools and organizations in our viewing area. These tours and visits are designed to allow classes, families and individuals the opportunity to observe the internal workings of a television station and how the news is delivered on air while allowing them to watch a live newscast and have questions answered. We gave 14 during this reporting period.

October 7, 2015 – The Lady of the Valley from Wasilla

October 8, 2015 – Machetanz Elementary Wasilla

November 5, 2015 – TV media students from Hope Community Resources

November 11, 2015 – Cub scouts pack 268 from the Church of Jesus Christ of Latter Day Saints

November 18, 2015 - Begich Broadcast News Team from Begich Middle School

February 4, 2016 - ASD Special Education Program

February 5, 2016 - Muldoon Community Assembly Church Youth Group

February 10, 2016 - Gladys Wood Elementary School 4th Grade News Team

February 12, 2016 - Girdwood Elementary School Media Class

February 24, 2016 - St. Elizabeth Ann Seaton School 6th Grade Students

March 4, 2016 - Anchorage School District Teacher Assistants

March 7, 2016 - Active duty military family from JBER

March 9, 2016 - U.S. Dept. of Veterans Affairs, Alaska VA Healthcare System

March 23, 2016 - Raven Correspondence School, Homeschool program students

March 24, 2016 - Begich Middle School students/YWCA-After school program

April 20, 2016 - Student broadcasters from Dillingham City School District

April 22, 2016 - Staff members of Nine Star Education and Employment Services

May 4, 2016 - Central Middle School of Science

May 13, 2016 - Begich Middle School

May 17, 2016 - Anchorage Christian School - 2nd and 3rd grade

June 23, 2016 - Alpine Alternatives

August 2, 2016 - Trailside Discovery Camp

August 8, 2016 - Lyndsay Wheelles Family & Friends

August 12, 2016 - Special Needs Caregivers

August 18, 2016 - United Way of Anchorage Emerging Leaders

September 7, 2016 - Hickok Assisted Living Home

Classroom and Community Organization Visits

KTUU staff visited classrooms from High School to University level and local chapters of community organizations to discuss public relations and how it networks with KTUU through presentations, speeches and question and answer sessions.

October 10, 2015	Mayor's Charity Ball
November 14, 2015	Jewish Cultural Gala
January 15, 2016	Boys & Girls Club - Youth of the Year award judge
January 15, 2016	Fire and Ice Gala for Covenant House
January 21, 2016	Bear Valley Elementary Spelling Bee
January 21, 2016	Huffman Elementary Spelling Bee
January 21, 2016	Historical Society's Museum Series - Speaker
January 22, 2016	Bristol Bay High School
January 25, 2016	Cookbook for PTSA Fun Run
January 25, 2016	Marine Sciences Symposium
January 27, 2016	AEDC Luncheon
February 4, 2016	St. Elizabeth Catholic School
February 5, 2016	American Diabetes Association
February 6, 2016	Anchorage Chamber Military Bowl-a-Thon
February 7, 2016	Ski for Women
February 10, 2016	Gruening Middle School Spelling Bee
February 17, 2016	UAA Graduate Level Speaker
February 18, 2016	Koahnic Art Auction
February 18, 2016	Mears Spelling Bee
February 21, 2016	Bear Valley Elementary Spelling Bee - Pronouncer
February 23, 2016	Shining Stars Big Hearts - Emcee/Host
February 24, 2016	Sidney Huntington High School - Galena
February 26, 2016	Kincaid Elementary Spelling Bee
February 29, 2016	Gladys Wood Elementary Spelling Bee
March 2, 2016	Go Red Breakfast
March 2, 2016	Go Red Luncheon
March 3, 2016	MC for AK MS Summit's patient program at BP
	MC for AK MS Summit's medical provider program at
March 4, 2016	Providence
March 5, 2016	MC for Miners & Trappers Ball
April 2, 2016	Fundraiser for Cambodian refugees - Sheraton
April 3, 2016	American Cancer Society fundraiser
April 10, 2016	Thai Cultural Night - Seng Kran Festival
April 10, 2016	Fire Station 4 dinner
April 16, 2016	AK chapter of the American Cancer Society
April 20, 2016	Dillingham Broadcasting students visit
April 21, 2016	Goldenview TV production class
April 21, 2016	8th grade volleyball team
April 22, 2016	AK Press Club Conference
April 22, 2016	Nine Star Education & Employment services visit
April 22, 2016	Awards at NYO
April 26, 2016	Hannah-In-Studio discussion tornadoes

May 1, 2016	ASPCA Spay-Ghetti fundraiser
May 14, 2016	Abbott Rabbit little league - 1st pitch
May 19, 2016	Visit Anchorage May Monthly Membership Luncheon
July 4, 2016	Seldovia Grand Marshall - The Honored Old Crab
July 9, 2016	Bear Paw festival parade
July 10, 2016	Bear Paw festival - salmon cooking contest judge
July 13, 2016	Weather tour for JBER Forecasters

Internship Programs

KTUU has an internship program available to college students. This program is designed to allow students to apply their formal course work in a day-to-day setting and to provide an opportunity to acquire the skills necessary for broadcast employment. Our internship opportunities are available in the following departments: Operations and News. Available internships are posted on our website. We have hosted approximately three interns during this reporting period.

<u>Intern</u>	<u>Dates of Internship</u>	<u>Department</u>
Karly Meyer	9/7/2015 – 12/10/2015	News
Chelsea Hanson	8/28/2015 – 12/10/2015	News
Ashley Maionello	9/28/2015 – 11/28/2015	News
Stryker McLane	11/6/2016 – 4/19/2016	News
Kendall Bautista	1/12/2016 – Present	News
Kalinda Kindle	5/31/2016 – Present	News
Sarah Weiner	6/16/2016 – 8/18/2016	Ops
John Hammersmith	6/23/2016 – 7/18/2016	News
Ivan Kostantinov	7/5/2016 – 7/8/2016	News
James Ivanoff	7/5/2016 – 7/18/2016	Ops

Upper Level Job Openings Recruitment Efforts

KTUU lists its upper-level job openings in a job bank or a newsletter of media trade groups whose memberships include a substantial participation of women and minorities.

Internal Training Programs

KTUU has several training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Current training programs include: Director training, Studio training and Photographer training as well as Master Control training. Additionally, employees are encouraged to cross-train inside and outside their home departments in order to acquire new skills to prepare them for advancement opportunities.

<u>Position</u>	<u>Employee Name</u>
Production Assistant to Assistant Director	James Jackson
Assistant Director to Weekend Director	Holly Pflum

Digital Sales Manager to Local Sales Manager	Tony Freije
Digital Producer/Reporter to Morning Producer	Tulsi Patil
5p Producer to 6p Producer	Kate Winkle
Weekend Anchor to Weekend Executive Producer/Anchor	Nikki Carvajal
Planning Manager to 5p Producer	Kortnie Horazdovsky
Managing Editor/Digital Director to ME/Investigative Reporter	Kyle Hopkins

October 6, 2015 – Grass Valley – Basic Editing – News, Eng, Ops
 October 7-9, 2015 - Vision Switch Training – Eng
 October 7, 2015 – Grass Valley – Advanced Editing – News, Eng, Ops
 October 20-22, 2015 – Open Enrollment – All depts.
 October 23, 2015 – New Accounts Payable System – Admin
 October 26, 2015 – New Accounting System – Admin
 October 26, 2015 – Chyron Training – Eng
 October 28, 2015 – Chyron Media Maker Training – News, Ops
 October 29-30, 2015 – Channel Box Training – Eng
 November 4, 2015 – CNN Training – News, Photog
 November 18, 2015 – Schurz Wellness - Admin
 December 1-4 & 7-11, 2015 – MCR Operator Training – Eng
 January 12, 19, 26, 2016 – Matrix Training – Sales
 February 23, 2016 – Social Media Workshop – News
 April 1, 2016 – Editorial Board with Governor Walker – All dept
 April 25, 2016 – Gray TV Copyright Clearance – News
 April 26, 2016 – Gray TV Digital Training – News
 May 1, 2016 – Copyright Clearance Training – News, Ops, Photog
 May 3, 2016 – Digital/CMS Training – News, Photog, Ops
 July-August, 2016 – Graphics Cross-training – Ops
 September 2, 2016 – Gray G-Synch News Ticker Training - News
 September 26-27, 2016 – Shooting sequences using Sony MMJ camera – News
 September 28, 2016 – Manipulated photos and graphics in 3D in Edius – Photog

Outside Training Programs

KTUU holds periodic training sessions designed to develop the management skills of supervisory and management level personnel. All levels of management are required to participate in the Schurz Communications, Inc. “Supervisory and Leadership” training program with corporate quarterly goals. Schurz Communications, Inc. in coordination with Lynda.com makes online training available to all employees enabling them to enhance their skills.

In an effort to help prepare employees for advancement opportunities, KTUU also sends employees to outside training and industry specific conferences and utilizes various online training webinars and internal training sessions to augment their technical skills, managerial skills and industry knowledge.

The following seminars and conferences were attended in this reporting period:

October 1-3, 2015 - Media Law School in Columbia, SC - News

October 8, 2015 – Finding Meaning in Mobile Movements - Sales
November 5-6, 2015 – ABA – News, Sales, Eng
November 18, 2015 – Improve your storytelling through restorative narrative - News
January 31-February 3, 2016 – Realscreen Summit in Washington DC – Admin, Marketing
April 3-15, 2016 – NAB
April 16-17, 2016 – Poynter Training
August 9 & 12, 2016 – Social News Desk